

**2014-15 Differentiated Pay Plan Submission Template  
for**

**Richard Hardy Memorial Schools**

**I. Description of Differentiated Element (Required Section)**

<b>Differentiated Element</b>	<b>Description</b>	<b>Compensation Type and Size</b>	<b>Reach</b>	<b>Estimated Cost</b>	<b>Estimated Salary Expenditures</b>
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Performance	<p><i>The district will continue to offer a traditional (step/lane schedule that uses years of experience and the education level to determine educator's increases in base pay) and will offer a bonus to each teachers if their Teacher Effectiveness score is 3 or greater.</i></p>	<p><i>The compensation will be given as a bonus.</i></p> <ul style="list-style-type: none"> <li><i>Teacher Effectiveness Score 3=\$300.00</i></li> <li><i>Teacher Effectiveness Score 4=\$400.00</i></li> <li><i>Teacher Effectiveness Score 5=\$500.00</i></li> </ul>	<p><i>The compensation will be available to all educators and administrators.</i></p> <p><i>The maximum number to receive the award would be 24.</i></p>	<p><i>The estimate total is \$9,600.00.</i></p>	<p><i>This total makes up .02% of the district's salary costs.</i></p>

**II. Salary Schedule (Required Section)**

**\*See attachment of the districts 2014-15 salary schedule\***

### **III. Eligibility and Stakeholder Engagement**

1. List of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outline in the plan.
2. All full time certified teachers will be eligible for the performance bonus based on the individual's Teacher Effectiveness score.

**Teachers with a "Teacher Effectiveness Score" of 1 or 2 will not receive a performance bonus.**

Bonuses will be paid out on November's payroll of each year based on the Teacher Effectiveness scores from the previous school-year. To receive the bonus, the employee must be employed at the time of payout by Richard Hardy Memorial Schools unless he/she meets one of the following exceptions:

- A. An individual who retires at the completion of the previous school year will receive the bonus earned (individuals who retire prior to the end of the school year will not receive the bonus).
- B. An individual who passes away before the payout will have the bonus earned paid to his/her estate.
- C. An individual who is discharged at the end of the year due to lack of placement available/employment transfer to another system will still receive payment in November.

**The 2013-14 Salary Schedule will be frozen at the 2013-14 level and will serve as the base for certified teachers and administrator pay.**

### **Performance Bonus/Instructional Supplement**

1. Teachers who receive a composite score of 5 on their Teacher Effectiveness score will receive \$500.00
2. Teachers who receive a composite score of 4 on their Teacher Effectiveness score will receive \$400.00.
3. Teachers who receive a composite score of 3 on their Teacher Effectiveness score will receive \$300.00.
4. There will be eligibility requirements established in areas such as attendance, certification and other identified areas.
  - Miss no more than 5 days (Days not counted toward the initial 5 : Dr. Appointment with excuse/Death of immediate family/loss of property ex. due to fire or other that has the Director's prior approval)
  - Must be certified to teach all classes assigned (must have proof of working on certification)
  - Must be highly qualified in teaching core classes (must have proof of currently working on highly qualified)
5. Payout will be in the following year due to the timing of the data.
6. Payments will be subject to all applicable state and local taxes.